It is obvious that the answers to these questions are complex and require resources beyond the reach of one office. It is also obvious that there is a wealth of knowledge and talent within the operational civilian logistics workforce. To use this talent, we are in constant communication with our career program managers at all MACOMs, subordinate commands and installations. Senior civilian logisticians appointed by the commander provide information to the proponency office and to the general workforce, assisting us in resolving issues, programming intern intake, developing strategic plans and general management and oversight of programs and activities. They are the funnels, the go-between through which the DA proponency office communicates with every civilian logistician within the worldwide Army.

Several of the critical programs LogPro is working include Army Training and Leader Development, the Strategic Army Workforce, Future Logistics Enterprise, training and education of the nonacquisition workforce and training and development of the acquisition workforce. These programs, along with others, are essential to our logisticians maintaining a high level of skill and knowledge to carry us through Army transformation and to maintaining a high level of logistics support to our soldiers.

The Functional Chief for Supply Management and Materiel Maintenance Management, Office of the Deputy Chief of Staff, G4, understands and fully supports our civilian mission. Under the guidance of LTG Charles S. Mahan and that of his functional chief representatives, the LogPro objective is clear — meet the soldier's logistics requirement by providing training and development opportunities for our civilian workforce.

FY04 will be an exciting year for LogPro as we become a member of the Acquisition Support Center (ASC) organization and team. We will work with the acquisition logistics proponency specialists in ASC to improve the professional skills of Army logisticians, whether in acquisition, sustainment or members of the nonacquisition workforce. This combined team, LogPro and ASC, will be better able to provide outstanding support to our workforce in career management, training and development and the recruitment and training of our interns. We look forward to this opportunity to better serve our customers.

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DOD Civilian Acquisition Workforce Personnel Demonstration Project Update

April Fortenberry, Jael Latham and Jerry Lee

On Jan. 8, 1999, the *Federal Register Notice* for the DOD Civilian Acquisition Workforce Personnel Demonstration Project was published and approved for implementation by the Office of Personnel Management. This demonstration project is commonly called AcqDemo. This article provides an update on AcqDemo participation, its Contribution-based Compensation and Appraisal System (CCAS) results and its future.

For the specific objectives and personnel management interventions, please see the *Federal Register Notice* and its amendments at:

- **http://www.opm.gov/ fedregis/1999/64r1425.pdf**

- **http://www.opm.gov/ fedregis/2001/66-0028007-a.pdf**
- **http://www.opm.gov/ fedregis/2002/66-0020192-a.pdf**
- **http://www.opm.gov/ fedregis/2002/66-0044250-a.pdf**

Participation
AcqDemo participation has modestly increased from 1,469 Army civilian employees since its initial

implementation to more than 4,100 participants with the potential for an additional 8,000. The additional 8,000 participants are contingent on the various local unions' acceptance of AcqDemo. There has been progress made in some areas and negotiation continues.

AcqDemo was implemented in 1999 with 15 charter Army organizations. Four of these organizations negotiated written agreements with local unions to allow bargaining employees to participate in AcqDemo. The four organizations and local unions are:

• Program Executive Office, Ground Combat Support (PEO, GCS), Warren, MI (American Federation of Government Employees (AFGE) Local 1658).
• PEO, GCS, Picatinny Arsenal, NJ (National Federation of Federal Employees (NFFE) Local 1437).
• Eighth U.S. Army Contracting Command, Korea (NFFE Local 1363).
• Military Traffic Management Command Principal Assistant Responsible for Contracting (AFGE 909/2).

In 2000, the Health Care Acquisition Activity Regional Contracting Office, Madigan Army Medical Center, Tacoma, WA (AFGE Local 1502) joined the AcqDemo.

In 2002, AFGE Local 1904's members voted to participate in the AcqDemo as part of PEO, Command, Control and Communications. AFGE Local 1904 also agreed for its PEO, Enterprise Information Systems members at Fort Monmouth, NJ, to convert to AcqDemo. AcqDemo reached a significant participation milestone in its developing partnership with unions when AFGE Local 1658 agreed to a 2-year extension on its AcqDemo agreement with PEO, GCS at Warren, in which 92 percent of voting dues-paying members favored continuation. A complete list of all Army AcqDemo organizations is in the accompanying chart.

The topic of most interest is AcqDemo's CCAS evaluation system. A common misconception of CCAS is that general pay increases (GPIs) are denied to all AcqDemo

Fiscal Year	Army AcqDemo Organizations
99	Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology (formerly Research, Development and Technology)
	Acquisition Support Center (formerly Army Acquisition Executive Support Agency)
	Army Contracting Agency (formerly Contract Support Agency)
	Program Manager (PM), Acquisition, Logistics and Technology Enterprise Systems and Services (formerly Research, Development and Acquisition Information Systems Activity and now re-aligned under PEO, Enterprise Information Systems)
	PEO, Command, Control and Communications Tactical (formerly C3 Systems)
	PEO Ground Combat Systems at Warren and Picatinny Arsenal (formerly Ground Combat and Support Systems)
	PEO, Intelligence, Electronic Warfare and Sensors
	PEO, Chemical and Biological Defense
	National Guard Bureau, PEO, Chief Information Officer (formerly Reserve Component Automation Systems and Information Systems)
	Medical Command (MEDCOM) Health Care Acquisition Activity (HCAA) (HQ, Regional Contracting Offices at Eisenhower Army Medical Center, Madigan Army Medical Center, Beaumont Army Medical Center and Tripler Army Medical Center)
	HQDA G8, Force Development/Directorate of Integration (formerly Army Digitization Office)
	Eighth U.S. Army Contracting Command, Korea
	Army Test and Evaluation Command (ATEC) (formerly Army Operational Test and Evaluation Command)
	Office of the Administrative Assistant to the Secretary of the Army Defense Contracting Command - Washington and the Directorate of Logistics (formerly DSS-W)
	Military Traffic Management Command Office of the Principal Assistant Responsible for Contracting
01	Objective Force Task Force and PM, Future Combat Systems became independent pay pools
02	Joint Simulation System
	PEO, Aviation (management personnel only)
	PEO, Combat Support and Combat Service Support (management personnel only)
	MEDCOM HCAA (Walter Reed Army Medical Center)
03	ATEC's Developmental Test Command and Operational Test Command
	Aviation and Missile Command (management personnel only)
	Army Materiel Systems Analysis Activity
	PEO, Simulation, Training and Instrumentation
	PEO, Air and Space Missile Defense (management personnel only)
	Tank-automotive and Armaments Command (TACOM) (management personnel only)
	TACOM Acquisition Research, Development, and Engineering Center (management personnel only)

employees. This is not true. Acq-Demo has years of CCAS cycle data addressing that misconception and highlighting CCAS's strengths as a means of improving federal personnel management and compensating the workforce.

There are three regions of CCAS eligibility — A, B and C. The GPI can only be reduced or denied for A-rated employees. It can also be given in full to A-rated employees and is automatically awarded to all AcqDemo B- and C-rated employees. The organization's Personnel Policy Board sets GPI doctrine for A-rated employees. However, the Army's policy for the first CCAS rating period was to award the GPI to all Army AcqDemo civilian employees. During the 1999 CCAS rating period, although 4.15 percent of the 1,469 Army AcqDemo civilian employees were A-rated, all received the GPI. In 2000, 2.11 percent (34 of 1,609) Army Acq-Demo civilian employees were A-rated and 12 of the 34 received the GPI per local policy. In 2001, 1.07 percent (18 of 1,675) Army Acq-Demo civilian employees were A-rated and 5 of the 18 received the GPI. In 2002, 1.07 percent (20 of 1,861) Army AcqDemo civilian employees were A-rated and 10 of the 20 received the GPI. This data should be encouraging to potential participants who are concerned about the annual GPI. Additional information on CCAS eligibility and scoring techniques can be found at the AcqDemo Web site at **http://asc.rdaisa.army.mil/ divisions/pm/acqdemo_ccas.cfm**.

The contribution rating increase (CRI) is a permanent additional base-salary increase that counts toward a civilian employee's "high-three" for retirement. AcqDemo organizations must set the CRI fund at no less than 2 percent of the activity's total salary budget (2.4 percent for the first year). The average Army CRI funding levels were 2.91 percent in 1999, 2.96 percent in 2000, 3.69 percent in 2001 and 3.41 percent in 2002. The average Army CRI percent for the four CCAS rating periods were 2.70 percent in 1999, 2.57 percent in 2000, 3.08 percent in 2001, and 2.81 percent in 2002. The difference between the funding level and the percent increase is due to employees who are at the maximum salary for their broadband levels, who retired or who converted out of AcqDemo.

C- or B-rated AcqDemo civilian employees who are capped at the maximum salary for their broadband levels will receive their full GPI but cannot receive the CRI. It is Army policy that any CRI dollars not distributed to an employee will be added to the employee's contribution award (CA). For example, in 2003, the maximum base pay for an NH-III employee is $79,629. If the employee's base pay is already $79,629, and the employee's computed CRI is $2,500 with a computed CA of $1,800, this employee would receive the full GPI and the CRI of $2,500 would be carried over and added to the $1,800 CA for a total award of $4,300. This award is a one-time lump sum payment. This policy is also applicable to employees who retired or converted out of AcqDemo to another federal agency before the payout.

As stated, the CA is a lump-sum payment and, like the Total Army Personnel Evaluation System

performance awards, does not count toward a civilian employee's "high three" for retirement. AcqDemo organizations must set the CA fund at no less than 1 percent of the activity's total salary budget (1.3 percent for the first year). The CA fund will not exceed 90 percent of the total awards budget to promote sufficient funding for awards not related to the CCAS process such as on-the-spot awards, special act awards and group awards. The Army average award-funding levels were 1.70 percent in 1999, 1.97 percent in 2000, 2.34 percent in 2001 and 2.42 percent in 2002. The average CA percent for the four CCAS rating periods were 1.42 percent in 1999, 1.90 percent in 2000, 1.85 percent in 2001 and 2.17 percent in 2002. Because of the CRI carryover being added to the CA, the average total award percent for the four CCAS rating periods were 2.00 percent in 1999, 2.38 percent in 2000, 2.79 percent in 2001 and 2.90 percent in 2002.

The new base-salary rate GPI, CRI and locality rate, where applicable, are effective the first full pay period in January of each year and paid over 26 pay periods. The CA is included in the first paycheck as a lump-sum payment to AcqDemo civilian employees.

To summarize the four CCAS cycles results: In 1999, 4.15 percent of the Army AcqDemo civilian workforce received no CRI because they were A-rated, and another 9.53 percent were ineligible because of time, retained-pay status or conversion out of AcqDemo. In 2000, 2.11 percent were A-rated and 11.25 percent were ineligible because of retained-pay status or conversion

out of AcqDemo. In 2001, 1.07 percent were A-rated and 11.16 percent were ineligible because of retained pay status or conversion out of AcqDemo. In 2002, 1.07 percent were A-rated and 6.83 percent were ineligible because of retained-pay status or conversion out of AcqDemo. Thus, 86.32 percent of the Army AcqDemo civilian workforce had a computed CRI (salary increase) in 1999, 86.64 percent in 2000, 87.77 percent in 2001 and 92.10 percent in 2002.

A CRI that was equal to or greater than a within-grade-increase (WGI) was given to 42.77 percent of the rated workforce in 1999, 40.33 percent in 2000, 47.22 percent in 2001 and 45.62 percent in 2002. This is quite favorable when compared to the scheduled WGIs for General Schedule (GS) employees, which are 1 year for Steps 2 through 4, 2 years for Steps 5 through 7, and 3 years for Steps 8 to 10.

AcqDemo's Future
DOD has proposed to Congress a new personnel system called the National Security Personnel System (NSPS). The proposed NSPS will include all DOD GS and appropriated fund pay and broadband civilian employees. If Congress legislates NSPS, the AcqDemo organizations and their civilian workforce will transition to the new system.

Concurrent with the NSPS initiative, DOD has reviewed the best practices of its demonstration projects including science and technology (S&T) laboratory demonstration projects and AcqDemo. DOD may consolidate all the laboratory projects under one governing authority called the *Best Practices Federal Register* for S&T demonstration projects and revise the *AcqDemo Federal Register* to mirror the *DOD Best Practices Federal Register*. The Best Practices demonstration projects model will be the seedling for NSPS. Regardless of whether NSPS is approved by Congress for FY04, DOD leadership envisions the civilian Acquisition, Logistics and Technology Workforce implementing best practices. AcqDemo is an active participant in the best practices effort to ensure that lessons learned from AcqDemo are incorporated into a better personnel management system for DOD's entire civilian workforce.

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DAE Certificates Presented to Army Winners

Catherine Anderson (Photos by Richard Mattox)

The Defense Acquisition Executive (DAE) Certificate of Achievement was established to enable the DAE to provide personal recognition to individuals, groups or teams who have made exceptional contributions to the department's acquisition programs and systems or the improvement of life-cycle costs. The ideas, processes and methods of each recipient promote acquisition reform goals and help achieve best value for the government and our Nation's warfighters.

Army Acquisition Executive Claude M. Bolton Jr. presents Hari Bezwada and Kevin Carroll with their first of two DAE Certificates, this one for Program Management of Telecommunications Systems.